EXHIBIT 15 TO
GOOGLE MOTION FOR
SUMMARY JUDGMENT
REDACTED VERSION

Produced in Native

Hiring GBS
April 20, 2005

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Contributors: Todd Carlisle

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Agenda

- The Numbers
- "Interview-Free" Hiring Process Pilot
- Grants for Open Source Work
- Hiring Programs in Q2

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EngOps Offer Stats for

Tracking Offers for EngOps Staffing Initiatives as of

Initiative	Extended[1]	Accepted	Pending	Declined
TOTAL ENGOPS				

Eng and NonEng Offer Accepts for ___ as of ___

Group	Accepted	Pending	Acc+Pend	Goal	Delta

YTD Offers …

Extended[1]	Accepted	Declined

Counter Offers

EngOps Offers Declined

Competitor	Current Quarter	Past Year[3]

EngOps Offers Declined

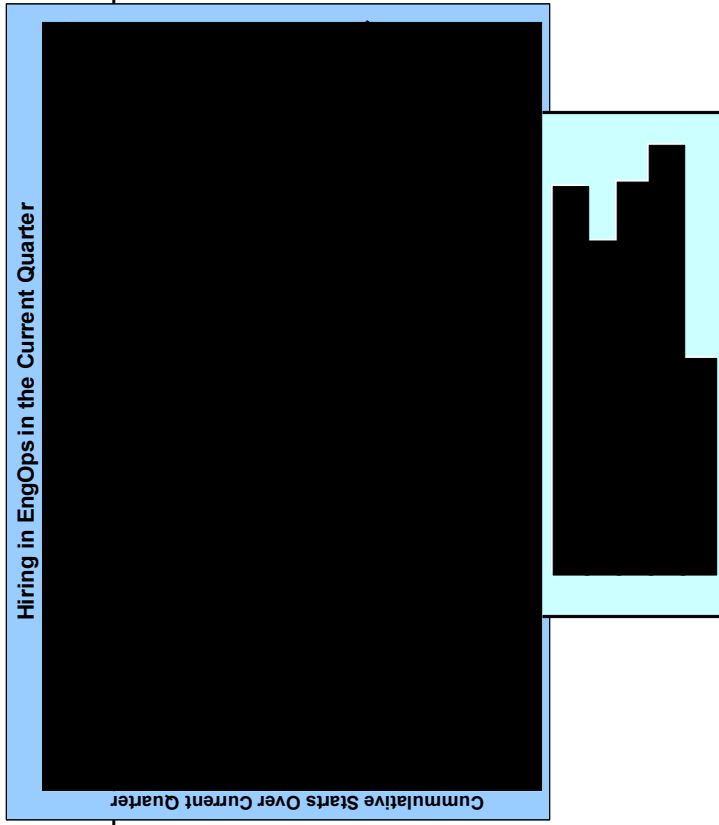| Reason	Current Quarter	Past Year[3]
Total		

1. Extended offers include pending offers which have not yet been accepted or declined. As such, the number of offers extended will add to more than the number accepted + number declined. Extended offers also includes only those offers that have been extended in this quarter.
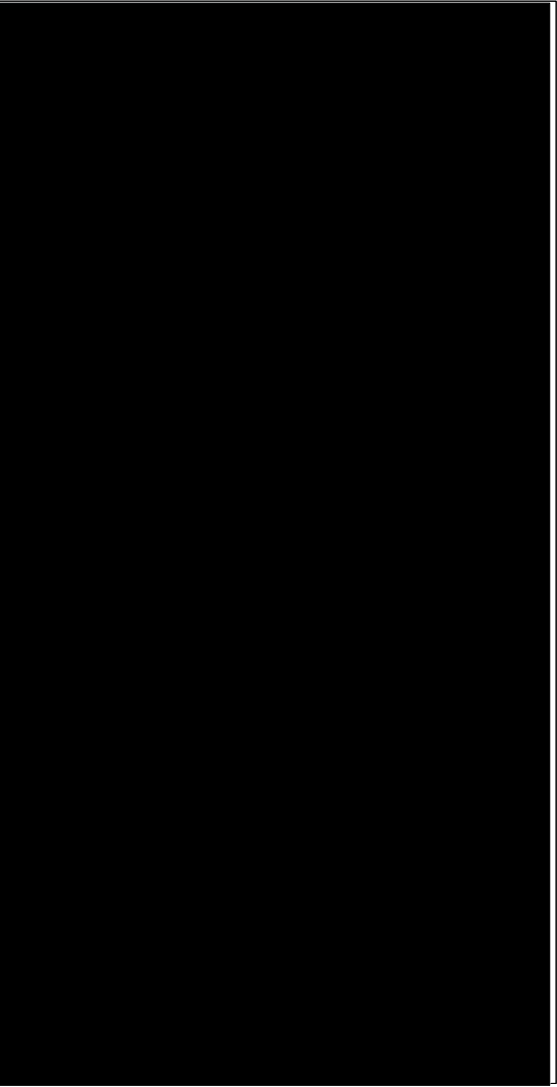
2.

3. Past Year is a rolling past year going back one year from today.

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Growth in EngOps Over Time

Hiring in EngOps in the Current Quarter

Cumulative Starts Over Current Quarter

Analysis of Attrition

■ EngOps Reg.   ■ EngOps Not Reg.

■ EngOps Not Reg.

Guaranteed Starts for Future Quarters Based on Offers Already Accepted

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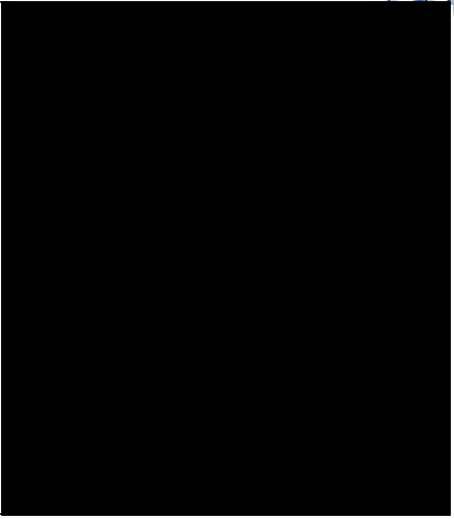
Predicting Future Hiring
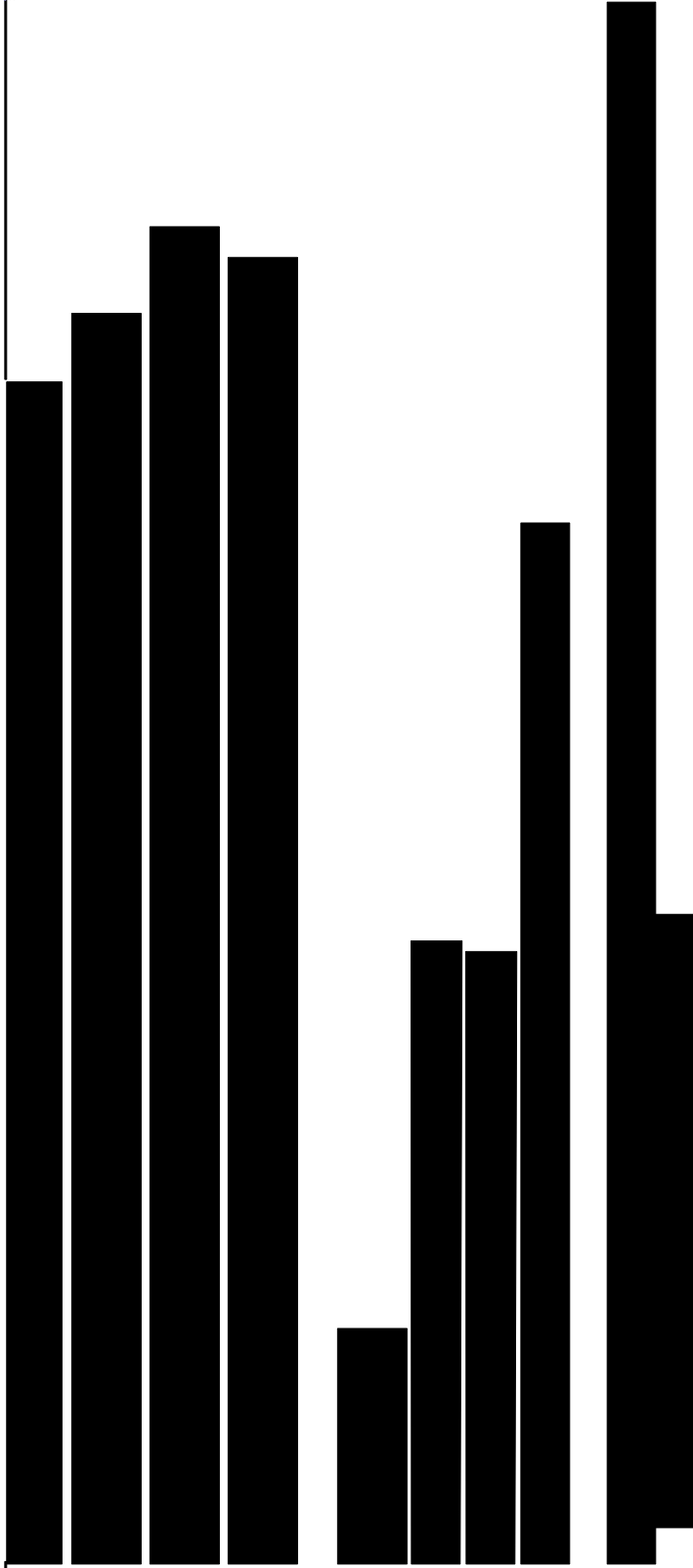
ENGOPS

NON-ENGOPS

*Predictions for Q1 were made as if the models guessed using the first month of hiring data from Q1.

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Predicted Performance for Q2 and Rest of Year

How Full is the Glass?

The green cells indicate where the models predict we will beat Finance targets.

ENGOPS

NON-ENGOPS

Starts for the Quarter

We see evidence of this conclusion if we compare the hiring we have seen in the first 2 weeks of Q2 (solid lines in graph) to the hiring rate we need to have to meet targets in each group (dotted lines)

All predictions for the rest of 2005 were made using 2 weeks of hiring data from Q2. The matrix will now automatically adjust its predictions with each week of actual hiring data and thus become more accurate with each passing week.

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OKR Review

THEME 13:
Innovate using people & technology structured differently
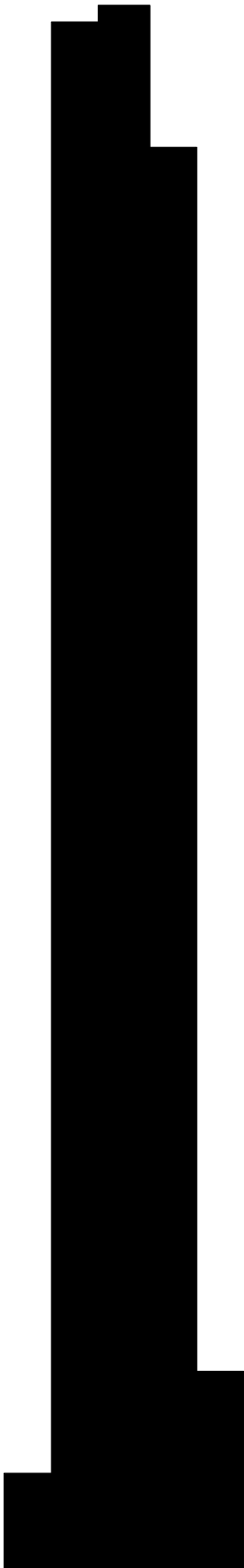
Primary Owner(s):
Arnnon Geshuri/Shona Brown

Status:

RED: We won't hit this OKR without significant EMG intervention

YELLOW: We could hit this OKR if we had [x resources]

GREEN: We're sitting pretty and we'll will hit this OKR

Plan of Action: [if RED/YELLOW, plan to get the resources you need to hit OKR; if GREEN, a couple of lines that discuss what else you need to do to hit the OKR]

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OKR Review

THEME 13:
Innovate using people & technology structured differently

OKR:
Hire VP of Corporate Communications, head of European PR, and 5 additional PR people

Primary Owner(s):
Arnnon Geshuri/Shona Brown/David Krane

Status:

RED: We won't hit this OKR without significant EMG intervention

YELLOW: We could hit this OKR if we had [x resources]

GREEN: We're sitting pretty and we'll will hit this OKR

Plan of Action: [if RED/YELLOW, plan to get the resources you need to hit OKR; if GREEN, a couple of lines that discuss what else you need to do to hit the OKR]

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INTERVIEW-FREE HIRING

Pilot Programs To Increase Candidate Pool

- Interview Free Recruting: The upcoming Eng Open House should provide a good pool of candidates for pilot program to hire Eng candidates without interviewing them

  - ▮

- Open Source Grants:

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Streamlined Conversion Process

Onsite Contingent Workforce Management

- We are excited to announce our selection of ███████ (a combined, web-based solution that will improve the way we acquire and pay temps and consultants at Google). With ███████, you'll be able to approve temp timecards, access headcount and spend reports for your temporary workforce and, in the near future, initiate compliance evaluations for any of your consultant needs.

- In choosing ███████ for this critical business function, we will streamline the complex process of on-boarding, managing, and paying our contingent workers and more effectively managing the risks associated with having a contingent workforce.
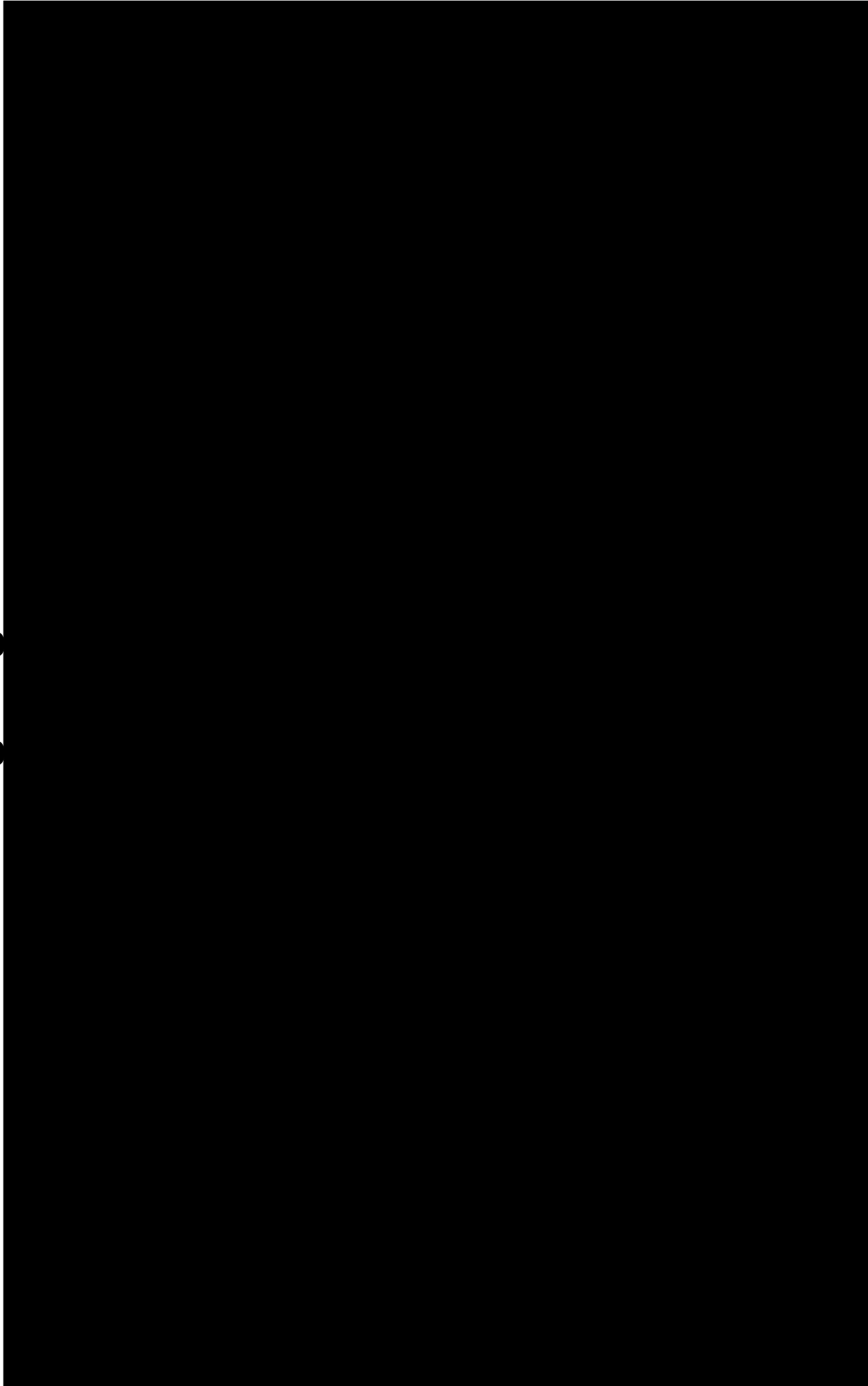
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Engineering Recruiting Organization Chart

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Non-Engineering Recruiting Organization Chart

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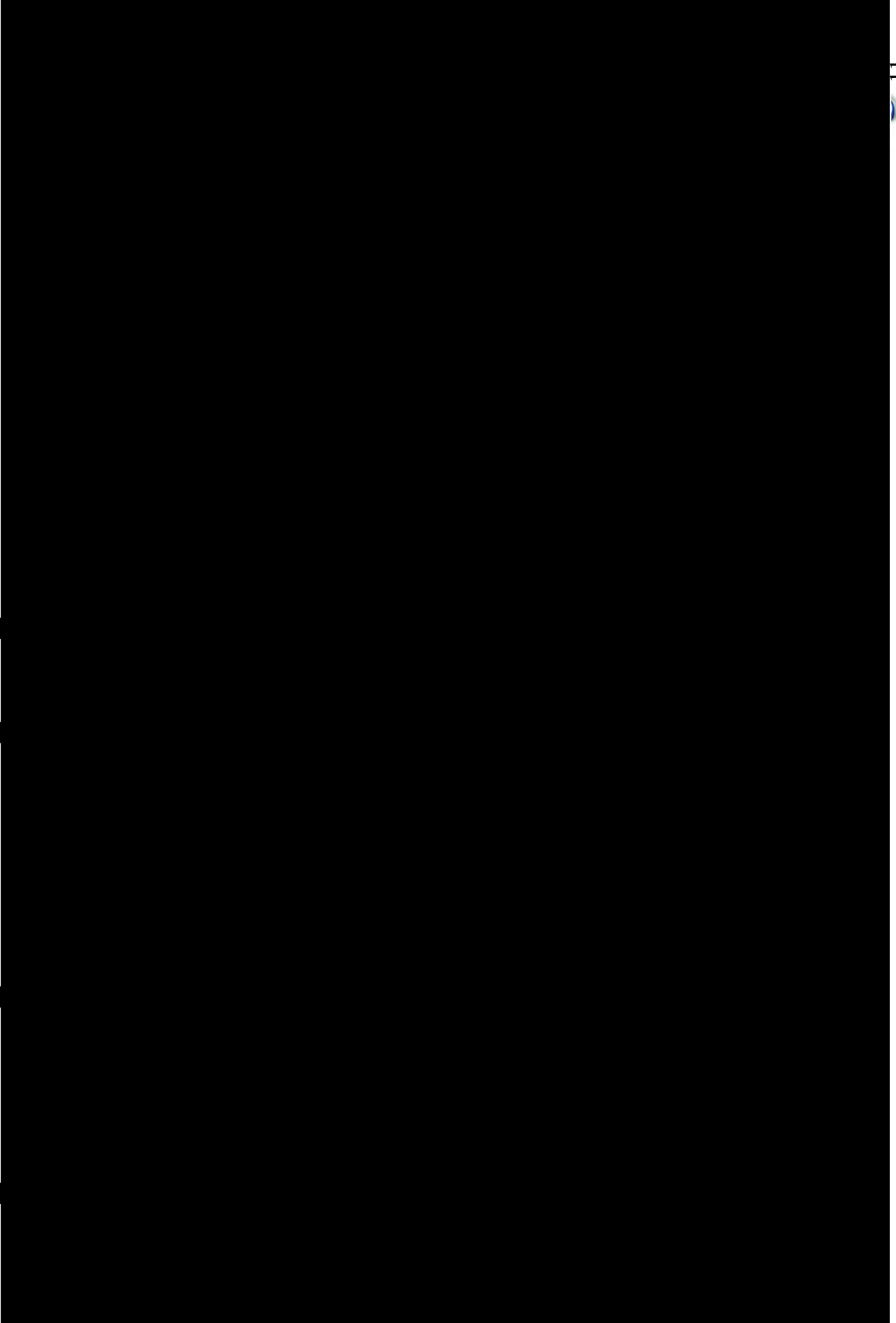
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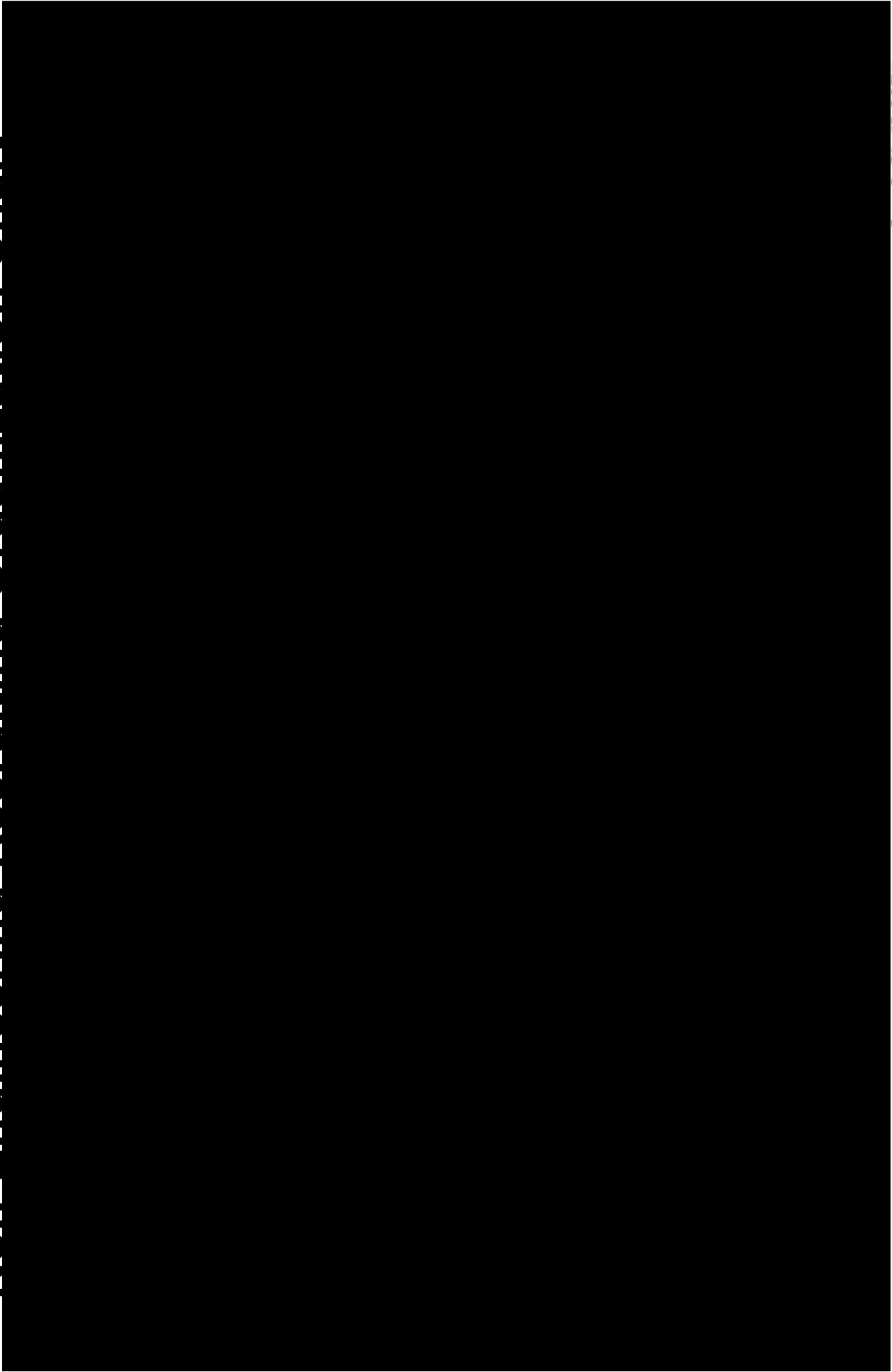
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International Recruiting Organization Chart

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Staffing College Programs Organization Chart

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